

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA



SURVEY OF THE INCIDENCE OF INDUSTRIAL AWARDS, DETERMINATIONS

AND COLLECTIVE AGREEMENTS, MAY 1968

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EXPLANATORY NOTESGeneral

1. This bulletin contains the results of a survey conducted for the last pay-period in May 1968. Surveys on the same subject were conducted in April 1954 and May 1963. Detailed results of the May 1963 survey are published in Labour Report No.52, 1965 and 1966 (pages 56-58). (See also paras 9 to 12, page 3 of this bulletin).

2. This latest survey obtained estimates of the number of employees whose wages, salaries and conditions of work were:

- (a) normally varied in accordance with variations in an award, or determination made by, or a collective agreement registered with -
  - (i) Commonwealth industrial authorities; and
  - (ii) State industrial authorities;
- (b) normally varied in accordance with variations in unregistered collective agreements; and
- (c) not normally varied in accordance with any variation in an award, determination or collective agreement.

In the published results (except Tables 1 and 3) employees recorded in categories (b) and (c) above have been grouped together - see paragraph 25, page 4.

3. A copy of the form used in the survey is reproduced on page 5. Definitions and instructions used in the survey are shown in paragraphs 13 to 26 below.

4. Where operations in an establishment ceased or were seriously curtailed due to an industrial dispute, breakdown, fire, etc. during the last pay-period in May 1968, the employer was asked to supply particulars for the nearest normal pay-period.

Coverage

5. The results of this survey are based on returns collected from:

- (i) a stratified random sample of most private employers subject to pay-roll tax (i.e. those paying more than \$400 a week in wages and salaries);
- (ii) all public hospitals and marketing boards;
- (iii) all Commonwealth government and State government departments and semi-government authorities; and
- (iv) a stratified random sample of Local government bodies.

In the published results employees in categories (i) and (ii) above have been grouped together - see paragraph 15, page 3.

6. Excluded from the survey were all employees in rural industry, in private domestic service, and in the Northern Territory and the Australian Capital Territory. Employees of private employers not subject to pay-roll tax were also excluded.

7. The results of the survey were representative of 2,310,000 male and 944,000 female wage and salary earners. Included in these totals were 764,000 male and 220,000 female wage and salary earners reported on returns from government and semi-government authorities (Commonwealth, State and Local). Returns were received from 4732 private employers.

8. The sample of private employers had to be restricted to those subject to pay-roll tax. The industry classification of these employers was generally according to major activity. Mainly for these reasons the survey estimates of total numbers of private and government employees do not correspond to totals of employment in the specified industry groups.

9. As the private employer and Local government parts of the survey were based on samples (see para. 5), the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers in these fields was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

#### Comparability of results

10. In addition to affecting the results of this survey, sampling variability also affects comparison between this survey and the surveys of May 1963 and April 1954.

11. The industry classification adopted for this latest survey is that used for the 1966 Population Census. The May 1963 and April 1954 surveys were based on a different industry classification and for this and other reasons the results of the three surveys are not strictly comparable. Broad comparison of the results of the April 1954, May 1963 and May 1968 surveys is shown in Table 7 on page 12.

12. The changing proportions (over time) of employees reported as affected by Commonwealth awards etc. and by State awards etc. reflect changes in industry and occupational structure (including the creation of new industries); changes in the coverage of individual Commonwealth and State awards etc; and the creation of new awards etc. for employees not previously affected by awards, etc.

#### Definitions

13. The following definitions refer to terms used in this survey and in the tables of this bulletin.

14. Male and Female employees refers to those who were on the pay-roll during the last pay-period in May 1968. It includes managerial, executive, professional and higher supervisory staff as well as other employees.

15. Private employees includes employees of private employers, of public hospitals and of marketing boards. Government employees refers to employees of Commonwealth government and State government departments and semi-government authorities, and of Local government bodies.

16. Commonwealth Awards etc. refers to awards or determinations made by, and collective agreements registered with, the Commonwealth Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal.
17. State Awards etc. refers to awards or determinations made by, and collective agreements registered with, State industrial tribunals as set out below in paragraphs 18 to 23.
18. New South Wales State Awards etc. refers to awards made by, and collective agreements registered with, the Industrial Commission of New South Wales and its subsidiary tribunals; and to determinations made by, and industrial agreements registered with, the Public Service Board of New South Wales.
19. Victorian State Awards etc. refers to determinations made by Wages Boards, the Industrial Appeals Court, and the Police Service Board; and regulations made by the Public Service Board and the Teachers Tribunal.
20. Queensland State Awards etc. refers to awards made by, and collective agreements registered with, the Industrial Conciliation and Arbitration Commission.
21. South Australian State Awards etc. refers to awards and determinations made by, and collective agreements registered with, the Industrial Commission, Conciliation Committees, the Local Government Officers Classification Board, and the Teachers Salaries Board; and determinations made by the Public Service Arbitrator.
22. Western Australian State Awards etc. refers to awards made by, and collective agreements registered with, The Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator and the Railways Classification Board; and determinations made under the Education Act, including determinations of the Government School Teachers' Tribunal.
23. Tasmanian State Awards etc. refers to determinations made by Wages Boards, and awards of the Public Service Tribunal.
24. Employees affected by awards etc. refers to employees whose wages, salaries and conditions of work are normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Employers were asked to report under this heading employees (including piece-workers) whose wages, salaries and conditions of work were better than those prescribed by an award etc. (including those whose over-award pay was subject to an unregistered collective agreement) if their wages etc. were normally varied in accordance with variations in an award etc.
25. Other employees refers to employees whose wages, salaries and conditions of work are not normally varied in accordance with variations in an award or determination made by, or a collective agreement registered with, a Commonwealth or State industrial authority. Included in this category are employees whose wages, salaries and conditions or work are normally varied in accordance with unregistered collective agreements. (A dissection of other employees is shown in Tables 1 and 3).
26. Collective agreements (whether registered or not) are agreements made by an employer or a group of employers with a group or organisation of employees. Unregistered collective agreements are those collective agreements that are not registered with any Commonwealth or State industrial authority.
- NOTE. Any discrepancies between totals and sums of components in tables are due to rounding.



SURVEY OF THE INCIDENCE OF INDUSTRIAL AWARDS,

DETERMINATIONS AND COLLECTIVE AGREEMENTS

MAY 1968

CORRIGENDA

1. EXPLANATORY NOTES, Page 3, Paragraph 6 -

Last sentence amended to read "Employees of private employers in hotels, cafes, personal service, etc.; and employees of private employers not subject to pay-roll tax were also excluded".

2. TABLE 5, Page 10, Footnotes -

Amended to read

"(a) Excludes employees in Northern Territory and Australian Capital Territory, in rural industry and private domestic service, and employees of private employers in hotels, cafes, personal service, etc.

(b) Includes forestry, fishing and trapping; amusement, sport and recreation; and government hostels, etc."

3. TABLE 6, Page 11, Footnote (a) -

Amended to read

"(a) Excludes employees in rural industry and private domestic service, and employees of private employers in hotels, cafes, personal service, etc."

UNITED STATES DEPARTMENT OF AGRICULTURE

OFFICE OF THE SECRETARY

WASHINGTON, D. C.

February 1, 1913

TO THE SECRETARY OF AGRICULTURE

FROM THE SECRETARY OF AGRICULTURE

RE: [illegible]

[illegible]

(a) [illegible]

(b) [illegible]

(c) [illegible]

[illegible]

(d) [illegible]

See instructions

CONFIDENTIAL

**SURVEY OF THE INCIDENCE OF INDUSTRIAL AWARDS,  
DETERMINATIONS AND COLLECTIVE AGREEMENTS, MAY 1968**

(STATE)

**SECTION A—EMPLOYEES WHOSE WAGES, SALARIES AND CONDITIONS OF WORK  
ARE NORMALLY VARIED IN ACCORDANCE WITH VARIATIONS IN AN  
AWARD, DETERMINATION OR COLLECTIVE AGREEMENT**

Name (in full) of Award, Determination or Collective Agreement  (Use separate line for each award, etc.)  (See Instructions)	Please indicate below (with X) whether the award etc. was made or registered by a Commonwealth or State industrial authority or is an unregistered collective agreement  (See Instructions)			Office Use Only	Number of employees (during last pay- period in May 1968) whose wages, salaries and conditions of work are normally varied in accord- ance with variations in an award, determination or collective agreement  (See Instructions)	
	Common- wealth	State	Unregistered Collective Agreement (See instruction)	Males	Females	
				1	2	3
				4	5	6
				7	8	9
				10	11	12
				13	14	15
				16	17	18
				19	20	21
				22	23	24
				25	26	27
				28	29	30
				31	32	33
				34	35	36
				37	38	39
				40	41	42
				43	44	45
<b>TOTAL (SECTION A)</b>					46	47

**SECTION B—OTHER EMPLOYEES**

	Males	Females
Number of employees on the pay-roll during the last pay-period in May 1968 whose salaries, wages and conditions of work are <b>not normally varied</b> in accordance with any variation in an award, determination or collective agreement. Include employees whose salaries, wages and conditions of work are regulated by individual contract or individual agreement but not by a collective agreement. (See instructions)	48	49

**SECTION C—TOTAL EMPLOYEES**

	Males	Females
Total number of employees on the pay-roll during the last pay-period in May 1968 (i.e. employees in Section A plus employees in Section B). (See instructions)	50	51

Please comment briefly on any unusual features affecting this return.....

Person who should be contacted if any queries arise regarding this return:

NAME.....

BLOCK LETTERS

Telephone No.....

Nature of Business.....

Signature.....

Date.....

TABLE 1. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. - AUSTRALIA (a), MAY 1968

	Males	Females	Persons
Number of employees represented in survey	2,310,000	944,000	3,254,000
	%	%	%
Employees affected by awards, etc. -			
Commonwealth awards, etc.	43.8	31.0	40.1
State awards, etc.	41.8	60.6	47.3
Commonwealth and State awards, etc.	85.6	91.6	87.4
Other employees -			
Affected by unregistered collective agreements	1.6	0.8	1.4
Other	12.8	7.6	11.3
<u>Total</u>	100.0	100.0	100.0

(a) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.



TABLE 2. - PERCENTAGE OF EMPLOYEES AFFECTED BY COMMONWEALTH AND STATE AWARDS, ETC. - AUSTRALIA (a), MAY 1968

	Total (Private and Government) employees	Private employees	Government employees
MALES			
Employees affected by awards, etc. -	%	%	%
Commonwealth awards, etc.	43.8	41.7	47.9
State awards, etc.			
New South Wales State awards, etc.	17.5	17.0	18.5
Victorian State awards, etc.	7.1	7.4	6.5
Queensland State awards, etc.	8.3	7.1	10.6
South Australian State awards, etc.	2.7	2.3	3.5
Western Australian State awards, etc.	5.1	4.6	6.0
Tasmanian State awards, etc.	1.1	1.0	1.3
Commonwealth and State awards, etc.	85.6	81.2	94.3
Other employees	14.4	18.7	5.7
<u>Total</u>	100.0	100.0	100.0
FEMALES			
Employees affected by awards, etc. -			
Commonwealth awards, etc.	31.0	32.1	27.8
State awards, etc.			
New South Wales awards, etc.	24.7	25.2	23.2
Victorian State awards, etc.	16.8	17.4	14.9
Queensland State awards, etc.	7.2	7.2	7.4
South Australian State awards, etc.	5.0	4.7	6.3
Western Australian State awards, etc.	4.8	4.6	5.6
Tasmanian State awards etc.	2.0	1.6	3.1
Commonwealth and State awards, etc.	91.6	92.7	88.2
Other employees	8.4	7.4	11.8
<u>Total</u>	100.0	100.0	100.0
PERSONS			
Employees affected by awards, etc. -			
Commonwealth awards, etc.	40.1	38.7	43.4
State awards, etc.			
New South Wales State awards, etc.	19.6	19.6	19.6
Victorian State awards, etc.	9.9	10.6	8.4
Queensland State awards, etc.	8.0	7.1	9.9
South Australian State awards, etc.	3.4	3.1	4.1
Western Australian State awards, etc.	5.0	4.6	5.9
Tasmanian State awards, etc.	1.4	1.2	1.7
Commonwealth and State awards, etc.	87.4	84.9	93.0
Other employees	12.7	15.1	7.1
<u>TOTAL</u>	100.0	100.0	100.0

(a) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.

TABLE 3. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. - STATES, MAY 1968

State	Number of employees represented in Survey	Employees affected by awards, etc. -		Other employees -		Total
		Commonwealth	State	Affected by unregistered collective agreements	Other	
MALES						
	'000	- Per cent -				
New South Wales	889	40.9	45.5	1.0	12.6	100.0
Victoria	667	57.7	24.6	3.6	14.1	100.0
Queensland	297	24.1	64.3	(a)	11.5	100.0
South Australia	218	58.0	28.6	0.9	12.5	100.0
Western Australia	166	16.9	70.7	0.3	12.1	100.0
Tasmania	73	49.8	36.2	1.9	12.1	100.0
Australia (b)	2,310	43.8	41.8	1.6	12.8	100.0
FEMALES						
New South Wales	368	29.9	63.3	0.5	6.4	100.0
Victoria	312	39.9	50.8	1.7	7.6	100.0
Queensland	96	21.0	70.7	(a)	8.2	100.0
South Australia	78	27.9	60.9	0.7	10.6	100.0
Western Australia	60	15.7	76.1	0.1	8.1	100.0
Tasmania	29	24.8	63.6	0.2	11.5	100.0
Australia (b)	944	31.0	60.6	0.8	7.6	100.0
PERSONS						
New South Wales	1,258	37.7	50.7	0.8	10.8	100.0
Victoria	979	52.0	33.0	3.0	12.0	100.0
Queensland	393	23.4	65.9	(a)	10.7	100.0
South Australia	296	50.1	37.1	0.9	12.0	100.0
Western Australia	226	16.6	72.1	0.2	11.1	100.0
Tasmania	102	42.7	44.1	1.4	11.9	100.0
Australia (b)	3,254	40.1	47.3	1.4	11.3	100.0

(a) Less than 0.05%. (b) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.

TABLE 4. - PERCENTAGE OF PRIVATE AND GOVERNMENT EMPLOYEES AFFECTED BY AWARDS, ETC. - STATES, MAY 1968

State	Number of employees represented in survey	Total (Private and Govt) employees				Private employees			Government employees		
		Employees affected by awards, etc.		Other employees	Total	Employees affected by awards, etc.		Other employees	Employees affected by awards, etc.		Other employees
		Cwlth	State			Cwlth	State		Cwlth	State	
MALES											
	'000	- Per cent -									
New South Wales	889	40.9	45.5	13.6	100.0	39.5	43.2	17.4	43.9	50.6	5.5
Victoria	667	57.7	24.6	17.7	100.0	51.9	25.0	23.1	70.6	23.8	5.6
Queensland	297	24.1	64.3	11.6	100.0	25.3	59.2	15.4	22.1	72.8	5.1
South Australia	218	58.0	28.6	13.4	100.0	59.0	24.8	16.1	56.0	35.8	8.2
Western Australia	166	16.9	70.7	12.4	100.0	13.6	69.5	16.9	22.3	72.7	5.0
Tasmania	73	49.8	36.2	14.0	100.0	45.9	35.7	18.4	56.5	36.3	7.2
Australia (a)	2,310	43.8	41.8	14.4	100.0	41.7	39.6	18.7	47.9	46.4	5.7
FEMALES											
New South Wales	368	29.9	63.3	6.8	100.0	31.0	63.1	6.0	25.8	64.1	10.1
Victoria	312	39.9	50.8	9.3	100.0	40.4	50.3	9.3	37.5	52.9	9.6
Queensland	96	21.0	70.7	8.3	100.0	19.7	74.3	6.0	24.5	61.3	14.2
South Australia	78	27.9	60.9	11.2	100.0	29.9	63.0	7.3	23.8	56.4	19.8
Western Australia	60	15.7	76.1	8.2	100.0	14.5	78.1	7.4	18.7	71.2	10.0
Tasmania	29	24.8	63.6	11.6	100.0	29.2	61.7	9.1	16.9	66.9	16.2
Australia (a)	944	31.0	60.6	8.4	100.0	32.1	60.6	7.4	27.8	60.5	11.8
PERSONS											
New South Wales	1,258	37.7	50.7	11.7	100.0	36.7	49.6	13.7	39.9	53.6	6.5
Victoria	979	52.0	33.0	15.0	100.0	47.9	33.9	18.2	63.0	30.5	6.5
Queensland	393	23.4	65.9	10.8	100.0	23.8	63.3	12.9	22.6	70.6	6.8
South Australia	296	50.1	37.1	12.8	100.0	51.1	35.2	13.7	48.0	40.9	11.1
Western Australia	226	16.6	72.1	11.3	100.0	13.9	72.0	14.2	21.5	72.4	6.1
Tasmania	102	42.7	44.1	13.3	100.0	41.0	43.4	15.7	45.7	44.6	9.6
Australia (a)	3,254	40.1	47.3	12.7	100.0	38.7	46.2	15.1	43.4	49.5	7.1

(a) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.



TABLE 5. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. - INDUSTRY GROUPS, AUSTRALIA, MAY 1968 (a)

Industry group	Number of Persons repre- sented in survey	Persons				Males			Females		
		Employees affected by awards, etc.		Other employ- ees	Total	Employees affected by awards, etc.		Other employ- ees	Employees affected by awards, etc.		Other employ- ees
		Cwlth	State			Cwlth	State		Cwlth	State	
	\$'000	- Per cent -									
Manufacturing -											
Extracting, refining and founding of metals	71	26.4	58.1	15.4	100.0	26.4	59.1	14.6	*	*	*
Engineering and metalworking	308	65.4	23.2	11.4	100.0	67.8	19.5	12.8	*	*	*
Ships, vehicles, parts and accessories	150	76.8	15.9	7.3	100.0	78.0	14.6	7.5	*	*	*
Founding, engineering, vehicles, etc.	529	63.4	25.8	10.8	100.0	64.8	23.8	11.4	56.0	37.0	7.0
Textiles, clothing and footwear	166	75.7	15.5	8.8	100.0	64.5	18.0	17.5	81.3	14.2	4.5
Food, drink and tobacco	170	27.4	60.1	12.5	100.0	27.4	58.7	13.9	27.3	64.1	8.6
Paper, printing, etc.	96	55.1	28.1	16.8	100.0	56.5	24.6	18.9	51.3	37.5	11.2
Chemicals, dyes, paints, etc.	64	26.6	52.2	21.3	100.0	31.4	44.1	24.5	11.7	76.9	11.4
Other manufacturing	197	42.5	44.8	12.7	100.0	40.0	45.7	14.3	52.4	41.2	6.5
Manufacturing groups	1,222	54.1	33.7	12.1	100.0	52.9	33.3	13.9	57.7	35.5	6.9
Non-manufacturing -											
Mining and quarrying	52	40.8	36.8	22.4	100.0	42.1	36.0	21.9	*	*	*
Electricity, gas, water and sanitary services	101	39.6	58.1	2.4	100.0	40.0	57.7	2.3	*	*	*
Building and construction	266	28.5	58.6	12.9	100.0	29.4	58.4	12.2	*	*	*
Transport, storage and communi- cation	289	78.8	17.4	3.9	100.0	79.5	16.5	3.9	73.9	22.7	3.5
Finance and property	171	50.5	24.9	24.6	100.0	50.4	18.0	31.7	50.6	34.8	14.5
Wholesale trade, primary produce dealing, etc; and Retail trade	530	15.2	67.6	17.2	100.0	21.0	55.1	23.9	6.0	87.7	6.3
Public authority activities (n.e.i.) and Community and business services	572	15.9	72.8	11.3	100.0	22.5	64.6	12.9	8.9	81.4	9.7
Other industries (b)	50	40.7	44.6	14.7	100.0	41.7	42.6	15.7	38.2	49.5	12.3
Non-manufacturing groups	2,031	31.6	55.3	13.0	100.0	37.9	47.3	14.8	17.6	73.2	9.2
All industry groups(a)	3,254	40.1	47.3	12.7	100.0	43.8	41.8	14.4	31.0	60.6	8.4

(a) Excludes employees in Northern Territory and Australian Capital Territory, and in rural industry and private domestic service. (b) Includes forestry, fishing and trapping; and amusement, hotels, cafes, personal service, etc.

NOTE. 1. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.

2. Symbol \* denotes information not available because the figures are subject to sampling variability too high for most practical uses.

TABLE 6. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. - INDUSTRY GROUPS, STATES, MAY 1968  
(Per cent)

State	Manufacturing groups				Non-manufacturing groups				All industry groups (a)			
	Employees affected by awards, etc.		Other em- ployees	Total	Employees affected by awards, etc.		Other em- ployees	Total	Employees affected by awards, etc.		Other em- ployees	Total
	Cwlth	State			Cwlth	State			Cwlth	State		
MALES												
New South Wales	49.9	37.0	13.1	100.0	34.6	51.4	14.0	100.0	40.9	45.5	13.6	100.0
Victoria	65.9	17.5	16.6	100.0	51.4	30.1	18.5	100.0	57.7	24.6	17.7	100.0
Queensland	29.9	60.0	10.0	100.0	21.6	66.2	12.2	100.0	24.1	64.3	11.6	100.0
South Australia	69.4	18.7	11.8	100.0	49.7	35.8	14.6	100.0	58.0	28.6	13.4	100.0
Western Australia	7.5	81.0	11.5	100.0	20.3	67.0	12.7	100.0	16.9	70.7	12.4	100.0
Tasmania	45.7	33.0	21.3	100.0	51.8	37.8	10.5	100.0	49.8	36.2	14.0	100.0
Australia (b)	52.9	33.3	13.9	100.0	37.9	47.3	14.8	100.0	43.8	41.8	14.4	100.0
FEMALES												
New South Wales	54.0	40.8	5.2	100.0	17.1	75.2	7.7	100.0	29.9	63.3	6.8	100.0
Victoria	65.6	26.1	8.4	100.0	20.9	69.1	10.1	100.0	39.9	50.8	9.3	100.0
Queensland	38.7	57.2	4.1	100.0	16.4	74.2	9.4	100.0	21.0	70.7	8.3	100.0
South Australia	57.7	35.4	6.9	100.0	16.3	70.8	12.9	100.0	27.9	60.9	11.2	100.0
Western Australia	25.0	66.0	9.0	100.0	14.4	77.5	8.1	100.0	15.7	76.1	8.2	100.0
Tasmania	64.2	20.7	15.2	100.0	13.1	76.3	10.6	100.0	24.8	63.6	11.6	100.0
Australia (b)	57.7	35.5	6.9	100.0	17.6	73.2	9.2	100.0	31.0	60.6	8.4	100.0
PERSONS												
New South Wales	51.0	38.0	11.0	100.0	29.1	58.9	12.0	100.0	37.7	50.7	11.7	100.0
Victoria	65.8	20.2	14.0	100.0	41.5	42.7	15.8	100.0	52.0	33.0	15.0	100.0
Queensland	31.5	59.5	9.0	100.0	20.2	68.3	11.4	100.0	23.4	65.9	10.8	100.0
South Australia	67.2	21.9	10.9	100.0	39.4	46.5	14.1	100.0	50.1	37.1	12.8	100.0
Western Australia	10.0	78.8	11.1	100.0	18.6	70.1	11.3	100.0	16.6	72.1	11.3	100.0
Tasmania	49.8	30.3	20.0	100.0	39.7	49.8	10.5	100.0	42.7	44.1	13.3	100.0
Australia (b)	54.1	33.7	12.1	100.0	31.6	55.3	13.0	100.0	40.1	47.3	12.7	100.0

(a) Excludes rural industry and private domestic service. (b) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the survey, etc. see pages 2 to 4.

TABLE 7. - PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS, ETC. - STATES, APRIL 1954, MAY 1963, AND MAY 1968 (a)

(Per cent)

State	Employees affected by awards, etc.						Other employees			Total		
	Commonwealth			State								
	April 1954	May 1963	May 1968	April 1954	May 1963	May 1968	April 1954	May 1963	May 1968	April 1954	May 1963	May 1968
MALES												
New South Wales	43.5	40.4	40.9	45.4	46.3	45.5	11.1	13.3	13.6	100.0	100.0	100.0
Victoria	59.4	57.3	57.7	27.4	27.9	24.6	13.2	14.8	17.7	100.0	100.0	100.0
Queensland	19.4	17.8	24.1	73.5	72.4	64.3	7.1	9.8	11.6	100.0	100.0	100.0
South Australia	57.1	55.7	58.0	29.8	29.0	28.6	13.1	15.3	13.4	100.0	100.0	100.0
Western Australia	12.5	13.3	16.9	77.1	76.5	70.7	10.4	10.2	12.4	100.0	100.0	100.0
Tasmania	52.6	47.4	49.8	31.7	37.5	36.2	15.7	15.1	14.0	100.0	100.0	100.0
Australia (b)	44.3	42.3	43.8	44.3	44.4	41.8	11.4	13.3	14.4	100.0	100.0	100.0
FEMALES												
New South Wales	36.5	27.2	29.9	56.0	63.9	63.3	7.5	8.9	6.8	100.0	100.0	100.0
Victoria	47.7	44.3	39.9	45.2	47.0	50.8	7.1	8.7	9.3	100.0	100.0	100.0
Queensland	23.1	18.8	21.0	72.1	74.0	70.7	4.8	7.2	8.3	100.0	100.0	100.0
South Australia	31.9	23.7	27.9	54.3	62.3	60.9	13.8	14.0	11.2	100.0	100.0	100.0
Western Australia	18.7	14.8	15.7	71.8	74.4	76.1	9.5	10.8	8.2	100.0	100.0	100.0
Tasmania	34.0	35.4	24.8	53.1	53.1	63.6	12.9	11.5	11.6	100.0	100.0	100.0
Australia (b)	37.2	31.0	31.0	54.9	59.7	60.6	7.9	9.3	8.4	100.0	100.0	100.0
PERSONS												
New South Wales	41.7	36.7	37.7	48.2	51.2	50.7	10.1	12.1	11.7	100.0	100.0	100.0
Victoria	56.3	53.5	52.0	32.3	33.5	33.0	11.4	13.0	15.0	100.0	100.0	100.0
Queensland	20.2	18.0	23.4	73.2	72.8	65.9	6.6	9.2	10.8	100.0	100.0	100.0
South Australia	51.4	47.7	50.1	35.4	37.3	37.1	13.2	15.0	12.8	100.0	100.0	100.0
Western Australia	13.9	13.6	16.6	75.9	76.0	72.1	10.2	10.4	11.3	100.0	100.0	100.0
Tasmania	48.2	44.7	42.7	36.8	41.1	44.1	15.0	14.2	13.3	100.0	100.0	100.0
Australia (b)	42.5	39.3	40.1	47.0	48.5	47.3	10.5	12.2	12.7	100.0	100.0	100.0

12.

(a) See paragraphs 9 to 12 on page 3. (b) Excludes Northern Territory and Australian Capital Territory.

NOTE. For definitions, particulars of coverage of the surveys, etc. see pages 2 to 4.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

19 JUNE 1969

K.M. ARCHER

COMMONWEALTH STATISTICIAN

NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning 63 9111 extension 2055 or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.